



HRSA Activities and Accomplishments for Lesbian, Gay, Bisexual, and Transgender Health 2015-2016

The Health Resources and Services Administration (HRSA), an agency of the U.S. Department of Health and Human Services (HHS), is the primary federal agency for improving access to health care by strengthening the health care workforce, building healthy communities, and achieving health equity. HRSA's programs provide health care to people who are geographically isolated, economically or medically vulnerable — and this includes lesbian, gay, bisexual, and transgender (LGBT) populations. In fact, HRSA has been working on issues that impact LGBT communities for decades to better meet the health needs of these communities.

This report contains both highlights and a detailed list of HRSA-supported activities and accomplishments from June 2015 to the end of Fiscal Year (FY) 2016. The detailed report is organized by the following five categories:

1. Grants and Contracts
2. Policy Initiatives
3. Cultural Competency, Capacity Building, and Workforce Development
4. Data and Measurement Strategies
5. Stakeholder Outreach and Public Education

For the purpose of this report, the standard abbreviation for lesbian, gay, bisexual and transgender is LGBT. However, other abbreviations may be used when formal program names explicitly include other populations such as questioning/queer (LGBTQ and LGBTQQ) or allies (LGBTQA). Sexual orientation and gender identity is abbreviated as SOGI.

HRSA Activities and Accomplishments for Lesbian, Gay, Bisexual, and Transgender Health

Program Highlights (2015-2016)

HRSA builds the capacity of health centers, health professionals, and communities to serve LGBT populations equitably. In many cases, people who identify as LGBT receive direct services from HRSA-funded programs as well. Here are a few highlights from HRSA's principal programs.

Health Center Program

The Health Center program funds nearly 1,300 grantees to provide dependable, high-quality primary and preventive care at over 9,000 clinical sites. These grantees serve nearly 23 million patients regardless of their ability to pay, forming a major part of the nation's healthcare safety net.

- The Bureau of Primary Health Care funds the **National LGBT Health Education Center** to help health centers across the country improve the delivery of health care services to LGBT populations through training and technical assistance. They offer a range of training topics at a variety of in-person venues and on their website.
- In Calendar Year 2016, HRSA-funded health centers and look-alikes will begin collecting SOGI data elements in the **Uniform Data System**.

Ryan White HIV/AIDS Program

The Ryan White HIV/AIDS program (RWHAP) supports a comprehensive system of care that ensures ongoing access to HIV care, treatment, and support services for people living with HIV who are uninsured or underinsured. In 2014, the RWHAP served 512,214 clients reaching approximately 52 percent of those living with HIV in the United States. The Ryan White HIV/AIDS program also supports access to life-saving drug treatment regimens for low-income, underinsured, and uninsured people with HIV.

- The **Building Care and Prevention Capacity: Addressing the HIV Care Continuum in Southern Metropolitan Areas** FOA will provide \$1,000,000 annually for three years to fund one Coordination and Technical Assistance Center and four demonstration sites to implement innovative models of service delivery that result in improvements along the HIV care continuum for minority populations with a focus on men who have sex with men (MSM) and transgender women.
- The **Special Projects of National Significance "Enhancing Access to and Retention in Quality HIV Care for Transgender Women of Color"** is a \$3.2 million per year initiative will identify, evaluate, and disseminate successful strategies to improve engagement and retention in HIV primary care for transgender women of color living with HIV. All nine demonstration projects have implemented their identification, access, retention, and adherence interventions, with current enrollment in the multisite evaluation at 750 participants.

Health Workforce Training Programs

The Health Workforce Training programs give financial support to educational institutions and healthcare delivery sites for training and curriculum development, and for scholarship and loan repayment for health professions students and faculty. The goal is to support a diverse workforce that is technically skilled, culturally appropriate, and suited for a contemporary practice environment that includes interprofessional team-based care.

- Columbia University has created the *Elder LGBT Collaborative Care Program*, which uses an interprofessional team of health care providers to address the health needs of older LGBT adults.
- Northwestern University involves the School of Medicine, Psychiatry, and Behavioral Sciences departments working collaboratively to train clinical psychologists in addressing the health inequities and needs of the LGBT population.
- The Area Health Education Center (AHEC) program enhances access to high quality, culturally competent health care through academic-community partnerships. A number of AHECs have LGBT-focused activities such as behavioral health workshops (Central Colorado, San Francisco) and communication tips for health professionals working with LGBTQ patients (Wisconsin).

HRSA also organizes webinars for the public. For example, the Office of Regional Operations-Region IX presented “How the Affordable Care Act Helps Transgender and Gender Non-Conforming Patients,” in November, 2015 and attended by 540 individuals.

Maternal Child Health Block Grant Program

The Maternal and Child Health Block Grant program provides grants to 59 states and U.S. jurisdictions to support health systems infrastructure development, public information and education, screening and counseling, and other services (including direct care services as payer of last resort). Recipients of these grants annually reach more than 41 million women, infants, children, and children with special health care needs.

A number of states have identified LGBT health issues in their needs assessments. For example, the Nevada Tobacco Prevention and Control Program is working with focus groups to research the tobacco-use habits, cessation motivations, and cessation tactics of LGBT populations.

National Marrow Donor Program

The National Marrow Donor Program (NMDP) shifted the timing of evaluating potential donors for compliance with regulatory requirements from the time of donor recruitment and sign-up to the time of donor activation on behalf of potentially matched patients. As a result of this change in the evaluation process, members of the LGBT community became eligible to register as potential donors on NMDP’s “Be the Match” Registry.

HRSA Activities and Accomplishments for Lesbian, Gay, Bisexual, and Transgender Health

Detailed Report (2015-2016)

1. Grants and Contracts

Services and research funding opportunity announcements (FOAs) that are LGBT-specific or explicitly inclusive of LGBT populations

Bureau of Health Workforce

- The **Nurse Education, Practice, Quality, and Retention Interprofessional Collaborative Practice** (NEPQR-IPCP) program supports the development of collaborative practice environments that deliver patient and population-centered quality health care. Under the NEPQR-IPCP program, the Bureau of Health Workforce (BHW) awarded a three-year cooperative agreement to Columbia University for \$496,411 in FY 2014. Through this award, Columbia University has created the *Elder LGBT Collaborative Care Program*, which uses an interprofessional team of health care providers to address the health needs of older LGBT adults.
- The **Academic Units for Primary Care Training and Enhancement** program establishes, maintains, or improves academic units conducting clinical teaching and research in the fields of family medicine, general internal medicine, or general pediatrics. Under this program in FY 2016, BHW will provide one award to an academic unit for approximately \$750,000 to focus on training to meet the needs of vulnerable populations, including homeless, migrant worker, and LGBT populations.
- HRSA's Bureau of Primary Health Care (BPHC) funds a **National Training and Technical Assistance Cooperative Agreement** to the National LGBT Health Education Center (Fenway Community Health Center) to help health centers across the country improve the delivery of health care services to LGBT populations through training and technical assistance. The Education Center receives \$450,000 annually under a three-year cooperative agreement through June 2017. A selected list of trainings created by the National LGBT Health Education Center is included in the Cultural Competency, Capacity Building, and Workforce Development section, page 12.

HIV/AIDS Bureau

- The HIV/AIDS Bureau (HAB) funded **UCARE4LIFE**, a mobile texting program that helped patients get important reminders and tips for managing their disease. UCARE4Life included MSM youth in its text messaging program, which closed out on September 2015. UCARE4Life was a contract awarded in September 2012 and received a one-year no cost extension so no monies or awards were given during the reporting period.

- The **RWHAP Building Care and Prevention Capacity: Addressing the HIV Care Continuum in Southern Metropolitan Areas** FOA will provide \$1,000,000 annually for three years, beginning September 1, 2016, to fund one Coordination and Technical Assistance Center and four demonstration sites to implement innovative models of service delivery that result in improvements along the HIV care continuum for minority populations with a focus on MSM and transgender women. This is part of the FY 2016 Secretary's Minority AIDS Initiative Fund program.
- **Leadership Training for People of Color Living with HIV** FOA will provide up to \$854,000 annually for three years to fund one recipient to train people of color with HIV, with an increased focus on transgender women of color in HIV service planning, the HIV care continuum, and HIV service delivery systems of care. This is part of the FY 2016 Secretary's Minority AIDS Initiative Fund program. Applications were due in July 2016.
- HAB funded the **Resource and Technical Assistance Center for HIV Prevention and Care for Black Men who Have Sex with Men (Black MSM)**. The aim and purpose of this project is to compile and disseminate models of care and technical assistance strategies which increase the capacity, quality, and effectiveness of HIV/AIDS service for the Black MSM community in HIV clinical care, especially Black youth aged 13-24. This project funded one awardee in FY 2014 and 2015 at \$1,274,559 for both periods.
- **In It Together: National Health Literacy Project for Black MSM - The Health Literacy Project Targeting Adult and Young Black/African American MSM**. The purpose of this contract with John Snow, Inc. is to develop a HAB Health Literacy Project curriculum to "train the health literacy trainers" on health literacy, health insurance literacy, access to health care, and the on-going relationship with health care that is now required in order to live successfully with HIV. The project is funded by HAB for \$499,980 for 24 months. Through an online Training of Trainers model, *In It Together* delivers health literacy trainings to health professionals in their community. Trainers were selected from 34 communities that are highly affected by HIV/AIDS. In addition to the training modules, three posters for health professionals and clients to start conversations about health literacy were developed. Three brochures—one for providers, to increase client engagement and retention in HIV care and treatment, and two for clients to offer information on HIV and health insurance—are available for download from the **TARGET Center** website at <https://careacttarget.org/>.
- HAB's **Special Projects of National Significance "Enhancing Access to and Retention in Quality HIV Care for Transgender Women of Color"** initiative is in its fourth of five years. This \$3.2 million per year initiative will identify, evaluate, and disseminate successful strategies to improve engagement and retention in HIV primary care for transgender women of color living with HIV. Nine demonstration project grants were awarded in four cities: two in New York City, two in Chicago, two in Los Angeles, and three in the San Francisco Bay area. The University of California, San Francisco (UCSF) is serving as the Evaluation and Technical Assistance Center, leading the multisite evaluation and also providing technical assistance and capacity building to the demonstration sites and their medical provider collaborating organizations. All nine

demonstration projects have implemented their identification, access, retention, and adherence interventions, with current enrollment in the multisite evaluation at 750 participants. You can find additional information at <http://hab.hrsa.gov/about-ryan-white-hiv-aids-program/spns-transgender-women-color>.

Maternal and Child Health Bureau

- The **Centers of Excellence in Maternal and Child Health (MCH) Education, Science and Practice Program**, supports the training of graduate and post-graduate public health professionals in an interdisciplinary MCH setting. The Centers of Excellence in MCH program supports the Maternal Child Health Bureau's mission to provide national leadership and to work, in partnership with states, communities, public-private partners, and families to strengthen the MCH infrastructure, and build the knowledge and human resources in order to assure continued improvement in the health, safety, and well-being of the MCH population, which includes all U.S. women, infants, children, youth and their families, including fathers and children with special health care needs (CSHCN). There are currently thirteen Centers of Excellence in MCH projects funded for a five year project period from June 1, 2015 through May 31, 2020. The projects are funded at up to \$350,000 per budget period. Three of the thirteen projects are funded at up to \$520,000 per budget period to reflect additional postdoctoral enhancement activities.

Centers of Excellence Programs address issues of cultural competence, including cultural and linguistic competence training in the curriculum, administrative procedures, faculty and staff development, and recruiting culturally, racially and ethnically diverse faculty and students. Centers of Excellence are encouraged to embrace a broad definition of diversity and cultural competence, including but not limited to SOGI.

One specific LGBT-related activity is from the University of South Florida (USF) Center of Excellence, which provides collaborative seminars on cultural competence, health equity, and health literacy for MCH trainees, scholars, and community members. In April 2016, the USF Center of Excellence hosted a seminar discussing Family Centered Care for the LGBT Community.

The Leadership Education in Adolescent Health (LEAH) Training Grant Program

- This program provides interdisciplinary leadership training in adolescent health for five core disciplines including medicine, nursing, nutrition, psychology, and social work through didactic activities, leadership experiences, research processes, and community involvement. There are currently seven LEAH projects funded for a five year project period from July 1, 2012 through June 30, 2016 at approximately \$400,000 per budget period. Recognizing that health professionals who serve adolescents in health care settings should be trained on how to work with more vulnerable adolescents, such as those who identify as LGBT, the majority of LEAH grantees are actively engaged in research and training related to caring for LGBT populations. Specific LGBT-related activities from six of the LEAH programs are as follows:
 - **Boston LEAH Program** - Boston LEAH faculty and fellows play an essential role locally and nationally in policy, research, clinical care, and partnerships with

Title V and other agencies related to LGBT issues. One Boston LEAH faculty was the appointed American Academy of Pediatrics representative to the Massachusetts (MA) Commission on LGBT Youth, and served on the Research and Innovations Committee. Another Boston LEAH faculty is a member of the Positive and Protective Factors Workgroup, Boston Public Health Commission, and consulting Scientist to Fenway Institute on LGBT youth. One Boston LEAH post-doctoral fellow served as a research consultant to the MA Commission on LGBT Youth, and received an Aerosmith Fund grant: “Generations Positive: Intergenerational Storytelling for HIV/AIDS Action,” which funds work with an LGBT community organization focused on hosting story circles between youth and community members who survived the HIV/AIDS epidemic in the 1980s-1990s to generate new ideas for HIV/AIDS activism. This Boston LEAH fellow is also a Co-Investigator on study to examine aspects of high school gay-straight alliances that support health and resilience in gender and sexual minority youth of color.

- **University of Alabama at Birmingham (UAB) LEAH Program** – Cultural competence is incorporated and assessed throughout the UAB LEAH program with activities for faculty and trainees such as completion of self-assessment exercises, seminars on the Cultural and Linguistically Appropriate Services (CLAS) standards, simulated interviews with adolescents, training workshops on Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ) issues, and field experiences for exposure to the social environments of individuals from diverse backgrounds. UAB LEAH trainees participated in a workshop given by a UAB Diversity Training Specialists early in the year. The workshop focused on working with LGBTQ populations.
- **University of California San Francisco (UCSF) LEAH Program** – UCSF LEAH faculty have implemented research and Quality Improvement (QI) projects utilizing iPad screening for health risk assessment, which allows for the improvement in the quality of care through the development of integrated behavioral assessments within the clinical program. All UCSF LEAH trainees complete trainee-specific QI projects. There are currently five ongoing QI projects focused on smoking cessation, long-acting reversible contraception, influenza vaccination, ADHD screening, and LGBTQ healthcare. The UCSF LEAH program also worked with an LGBT Youth Workshop during the last year.
- **Indiana University (IU) LEAH Program** – IU LEAH trainees partnered with the Assistant Dean for Diversity Affairs for the Indiana University School of Medicine and the Vice President of Administration-Human Resources to work toward recognition as a Leader in LGBT Healthcare Equality, a recognition given by the Human Rights Campaign Foundation. This effort provided trainees with experience in systems focused on quality improvement, and directly linked to development of expanded clinical services for sexual and gender minority adolescents.

- **University of Minnesota (UMN) LEAH Program** – In order to understand health disparities and promote health equity, the UMN LEAH program is studying the health of vulnerable populations including: sexual minority (LGBTQ) youth; homeless youth; children of incarcerated parents; racial and ethnic minority children and youth; and youth with special health care needs.
- **Johns Hopkins University (JHU) LEAH Program** – Special activities have been taken on by the JHU LEAH program this year, including the creation of an expanded mental health presence for adolescents in their clinic and expanded activities in establishing JHU's site as a center of excellence for LGBT care.

Title V Maternal and Child Health (MCH) Services Block Grant

- This program is administered through well-established Federal/State partnerships, with states having broad discretion in implementing programs that meet their specific priority needs. Based on the priority needs that they identify through a comprehensive five-year needs assessment, states develop a five-year program plan. Depending on its identified priority needs, a state Title V program may choose to implement activities that target LGBT youth or to partner with other entities in the state to ensure that their needs are met. At their discretion, some of the state Title V MCH Block Grant programs may be implementing specific activities that target LGBT youth. However, such activities are not a requirement of the program. Below are several examples provided by the states as part of the FY 2016 Application/FY 2014 Annual Report:
 - As a result of **Colorado's** 2016-2020 needs assessment process, the state identified youth systems building with a focus on bullying, youth suicide, and substance use prevention as a priority need. Adolescence brings with it a unique set of developmental changes. Youth and young adults face health issues related to self-regulation of behaviors and emotions, such as bullying, suicide, injury, substance use, and risky sexual behaviors which put them at greater risk for morbidity and mortality. Colorado's current youth systems-building initiative, *Colorado 9to25*, has made significant progress and is recognized as a best practice by the National Institutes of Health. Colorado MCH intends to build on current momentum to make an even greater impact. Bullying is intentional, aggressive behavior that involves an imbalance of power or strength. Current estimates suggest nearly 30 percent of American adolescents reported at least moderate bullying experiences as the bully, the victim, or both. The 2013 Healthy Kids Colorado Survey (HKCS) found that 20 percent of high school students identified being bullied within the past 12 months. For the first time, HKCS collected data on sexual orientation, specifically asking young people whether they identified as gay, lesbian or bisexual (GLB). Similar national data on sexual orientation is not available. Almost one out of 10 Colorado high school students report being bullied because someone thought they were GLB.
 - **Nevada** indicated as part of their annual reporting for FY 2015 that the Nevada Tobacco Prevention and Control Program (NTPCP) is working with focus groups to research the tobacco-use habits, cessation motivations, and cessation tactics of three target audiences: LGBT; American Indian; and pregnant and postpartum

mothers in northern Nevada. The goal of these focus groups is to determine effective ways to reach these audiences through future marketing communications tactics including collateral materials, outreach and other activities to raise awareness of the Quit Line and to assist northern Nevadans with tobacco cessation.

- In **Massachusetts**, as a review of their MCH population needs, there is support for preventive health with a focus on reproductive and sexual health for adolescents. Recommendations for further prioritization included increased access to education around safer sex and reproductive health services, reducing barriers for males accessing preventive services, promoting adolescent gynecology, and promoting social connectedness in the context of digital technology, which are often overlooked within other services. Focus groups with adolescents revealed an unmet need for increased access to comprehensive sexual health education. Among LGBTQ youth, there remains a great need for education around preventing sexually transmitted infections and unwanted pregnancies. For youth identifying as transgender, questioning, and queer, there was an even greater gap in education and services regarding sexual health.
- In **Pennsylvania**, as part of its adolescent health reporting, the state indicated that expanding access to physical and behavioral health services for high risk youth, including LGBTQ and runaway/homeless, was a priority. Oversight of adolescent health programs lies within the Division of Child and Adult Health Services (DCAHS). The DCAHS continues to support Persad Center and Mazzoni Center to provide services to LGBTQ youth. Persad Center implements the Safe Spaces Project, which provides suicide prevention training to youth, and engages in coalition building activities with known ally organizations and new partners to help the organizations become Safe Space certified. Mazzoni Center provides a drop-in health center for youth to obtain a variety of health care and social services. Mazzoni Center also provides training on health disparities related to sexual orientation, gender identity, and appropriate standards of care for LGBTQ individuals and LGBTQ cultural competency training to medical, behavioral health and social service providers. The popular demand of training requests allowed Mazzoni to hire a full-time trainer for LGBTQ topics.

2. Policy Initiatives

Development and dissemination of rules, guidelines, or other policy mechanisms that impact the LGBT community

- The HRSA Division of Transplantation worked with the National Institutes of Health, the Centers for Disease Control and Prevention, and the Organ Procurement and Transplantation Network in implementing the **HIV Organ Policy Equity (HOPE) Act**. The HOPE Act was enacted on November 21, 2013, and calls for the development and publication of research criteria relating to transplantation of HIV positive organs into HIV positive individuals. The HOPE Act created pathways to research and transplantation policies that will save lives and expand health options for many members of the LGBT community.

- The **National Marrow Donor Program (NMDP)**, the HRSA contractor administering the Bone Marrow Coordinating Center for the CW Bill Young Cell Transplantation Program, shifted the timing of evaluating potential donors for compliance with regulatory requirements from the time of donor recruitment and sign-up to the time of donor activation on behalf of potentially matched patients. As a result of this change in the evaluation process, members of the LGBT community became eligible to register as potential donors on NMDP's "Be the Match" Registry. This change was implemented by NMDP in 2016.
- The Office of Civil Rights, Diversity and Inclusion (OCRDI) hosted a two-day training for its internal staff, **SafeZone Training: A Sexual and Gender Minority Sensitivity Course**, led by Albert Smith from NIH. The SafeZone training was tailored specifically to EEO professionals working with LGBT populations, with an emphasis on effective communication strategies for engaging these communities. OCRDI is exploring ways to bring SafeZone training to HRSA employees.

3. **Cultural Competency, Capacity Building, and Workforce Development**

Trainings, webinars, conference calls, technical assistance initiatives, curricula development, and other publications and products that provide cultural competency training to HHS employees, program recipients, grantees, or others to improve capacity to provide quality services and research for LGBT populations

Bureau of Health Workforce

- The **Graduate Psychology Education** (GPE) program funds the planning, development, operation, and maintenance of accredited graduate, doctoral, doctoral internship, and doctoral residency programs by training psychologists to work with underserved populations and in areas of emerging need. BHW funds the following GPE programs that include an LGBT focus:
 - **Northwestern University's** GPE program (FY 2015, \$204,486) involves the School of Medicine, Psychiatry, and Behavioral Sciences departments working collaboratively to train clinical psychologists in addressing the health inequities and needs of the LGBT population. This program provides training to interns in best practice and evidence-based treatments to address clinical problems in LGBT patients.
 - **University of Nevada at Reno's** (UNR) GPE program (FY 2015, \$149,521) provides clinical psychology training at the doctoral level to work with HIV-positive/LGBT populations within a primary care setting. UNR aims to develop a well-functioning training program to address the unmet behavioral health needs of HIV-positive/LGBT/low income populations.
- The **Primary Care Training and Enhancement** (PCTE) program funds health professions schools and training programs to strengthen the primary care workforce by

supporting enhanced training and promoting primary care practice in rural and underserved areas.

- **Case Western University's** PCTE program (FY 2015, \$348,270) is developing a course for faculty and residents focused on LGBT youth. The LGBT Youth Self-Management course is part of the "Care for the Underserved" curriculum, which focuses on improving health care training for vulnerable populations.
- The **Public Health Training Center** (PHTC) program funds public health schools and other programs that provide graduate or specialized training in public health to expand and enhance training opportunities of the current and future public health workforce.
 - **Emory University's** PHTC program (FY 2015, \$1,034,366) is collaborating on a project with the Georgia Department of Public Health in exploring the cost of providing HIV Prevention Services to gay men in rural America as compared to large metropolitan cities. The project consisted of a literature review, population survey, key informant interviews, and community focus groups.

Area Health Education Centers (AHEC)

- The AHEC program enhances access to high quality, culturally competent health care through academic-community partnerships. The AHEC program awardees subcontract with community-based AHEC centers in one or more regions of a state. Below are LGBT-focused activities that have been reported:
 - The **Central Colorado AHEC** (FY 2015, \$621,300) offers ongoing education/professional development trainings, and presentations that address LGBTQ behavioral health issues for health care and social service providers as well as for the community. This AHEC will also implement a community education series on prescription drug abuse targeted towards the LGBTQ community for the summer/fall of 2016.
 - The **Northeastern Vermont AHEC** (FY 2015, \$310,650) co-sponsored 25 cultural and linguistic competence trainings for 409 health professionals statewide in FY 2016. Training content included discussions about racial and ethnic minority communities, refugees, LGBTQ (Lesbian, Gay, Bisexual, Transgender, Queer and Questioning) populations, migrant farm workers, elderly and disabled populations. In August 2015, this AHEC also provided a 2-hour panel discussion to 24 high school seniors entitled "Diversity & Understanding: LGBTQ Youth."
 - The **Rhode Island AHEC** (FY 2015, \$213,597) hosted the 2016 Trans* Health Conference in January 2016, offering presentations to over 350 physicians, nurses, mental health care providers, medical students, and transgender attendees. The goal of this conference was to enhance the health and well-being of members of the transgender community by (1) increasing the number of mental health and medical health care providers who feel comfortable and confident providing care for transgender patients; and (2) increasing transgender community

members' knowledge, self-efficacy and advocacy skills through transgender centered educational sessions.

- The **Wisconsin AHEC** (FY 2015, \$724,850) held a weeklong immersion course January 11-15, 2016, for 24 health care providers. Topics covered included: health and access to care and coverage for LGBTQ individuals, health concerns and barriers for LGBTQ young adults, appropriate gender pronouns and communication tips for health professionals working with LGBTQ patients, and medical/clinical resources for transgender children and adolescents.
- The **Northeast Kentucky AHEC** (FY 2015, \$828,400) held a continued education cultural competency conference on October 1, 2015, entitled, "More than Understanding Action" targeted towards nurses and health care professionals. The objectives were to utilize language associated with the LGBTQA (Lesbian, Gay, Bisexual, Transgender, Queer, and Allies) community and to promote a better understanding and awareness of the specific needs of the LGBTQA community and its members. Approximately 120 participants attended.
- The **New Mexico AHEC** (FY 2015, \$312,668) sponsored a continuing medical education event that included an hour and a half workshop on LGBT issues in April 2016. The workshop topic was "Gender Non-conforming and Transgender Youth" and targeted psychiatric and primary care providers.
- The **California AHEC** (FY 2015, \$1,242,600) conducted the following LGBT activities through its various AHEC centers:
 - The **South Los Angeles** and **Orange County AHEC** centers held a session on "Caring for the Expanding Patient Population: Treating Transgender, Geriatric and Recently Incarcerated Patient Groups" at their annual Health Symposium on April 1, 2016.
 - The **Orange County AHEC** center invited clinic providers and medical students to attend the LGBT Health Conference at the University of California Irvine held on February 20, 2016. The conference topics included LGBTQ health disparities, homeless youth, social stress and behavioral outcomes in LGBT adolescents, and geriatric LGBT issues.
 - The **San Francisco AHEC** worked in collaboration with the HRSA Region IX office to host webinars focused on LGBTQ issues including: Health Insurance Coverage and LGBT Families; Addressing the Health Care Needs of the Transgender Patient; How the Affordable Care Act Helps Transgender and Gender Non-Conforming Patients; and Addressing the Behavioral Health Needs of Transgender & Gender Non-Conforming Patients.

Bureau of Primary Healthcare

- The **National LGBT Health Education Center** provides training and technical assistance on LGBT health needs and services to health centers across the nation. They offer a range of training topics that respond to needs expressed by health centers and reflect current research findings and national initiatives affecting health centers locally and nationally. These trainings are conducted at a variety of venues including national conferences and webinars, regional and local trainings, and with individual health centers. The Education Center maintains a monthly webinar series, averaging between 200-300 viewers per webinar, on topics of interest to health centers that can be viewed live or via archived trainings on their website. Additionally, they have developed publications, learning modules and training videos on topics such as transgender health, collecting sexual orientation and gender identity data and providing inclusive health care to LGBT patients. These resources are available on their website at <http://www.lgbthealtheducation.org/>.

HIV/AIDS Bureau

- HAB's National Center for Innovation in HIV Care conducted several webinars, which are available from the TARGET Center website at <https://careacttarget.org/>.
 - "Implementing PrEP for HIV Prevention: State-wide Initiatives and Provider Experiences," June 4, 2015
 - "The Affordable Care Act: Building Health Equity for LGBT People," December 7, 2015
 - "Addressing HIV Disparities among Men Who Have Sex with Men," January 28, 2016
 - "Structural Stigma and the Health of Lesbian, Gay, and Bisexual Populations," February 11, 2016
 - "Syphilis among Men Who Have Sex with Men: Clinical Care and Public Health Reporting," June 9, 2016
- The **AIDS Education and Training Centers** (AETC) Program has conducted trainings, webinars, conference calls, and technical assistance initiatives geared at providing cultural competency training to HHS employees, program recipients, grantees, health care providers, and others to improve capacity to provide quality services and research for LGBT populations. For example, the Southeast AETC hosted 16 events that aimed at improving the quality of service and research for LGBT populations. Three are listed here:
 - University of Kentucky hosted "Creating LGBTQ Inclusive Clinical Spaces Presentation" on May 9, 2016 for 63 participants;
 - University of Mississippi hosted "Achieving Health Equity for LGBT People," on April 14, 2016 and had 40 attendees;
 - The Comprehensive Care Clinic (Tennessee) hosted "Mid-South HIV Pre-Conference Transgender Workshop" on November 16, 2015, and had 60 attendees.

- In addition to conducting trainings, the AETCs distribute pamphlets and health education materials aimed at the LGBT community. The Mid-Atlantic AETC has been active in dispersing materials such as the *HIV and Gay and Bisexual Men (Centers for Disease Control)*; *Is Taking PrEP the Right Choice for You?* (Project Inform); *Transcending Barriers for Safer Pleasure* (Project Inform); *Transgender Health Assessment* (Virginia Department of Health, VA DOH); *Virginia Transgender Resource and Referral List* (VA DOH); The Blade LGBT newspaper (Washington, DC); Metro Weekly LGBT Magazine (Washington, DC); PFLAG (VA); and pocket guides such as *Clinical Transgender Risk Assessment* (Pennsylvania), *Strong Communities Equity, Opportunity and Access – Understanding the Dynamics of HIV Prevention and Care in LGBT Communities of Color* (National Minority AIDS Council).

Office of Regional Operations

- **Region VIII HHS LGBT Consultation Team** (ongoing – monthly) - The purpose of this group of Federal partners—which includes Office of the Assistant Secretary of Health, Office of Research, Substance Abuse and Mental Health Services Administration (SAMHSA), Office for Civil Rights (OCR), Administration for Children and Families (ACF), Administration for Community Living, and HRSA—is to offer Federal alignment and community engagement to improve healthcare outcomes and access to healthcare and services. Activities for this year include:
 - Engage with LGBT communities and healthcare providers to improve access and quality of care.
 - Provide policy guidance on the nondiscrimination provisions of the Affordable Care Act (Section 1557), ending conversion therapy, and national discrimination protections for LGBT
 - Provide regional surveillance on legislative, cultural, or healthcare related issues-religious exemption.
- On November 14, 2015, **Office of Regional Operations (ORO)-Region IX** presented the webinar, “How the Affordable Care Act Helps Transgender and Gender Non-Conforming Patients,” which highlighted how the Affordable Care Act has improved access to health care for transgender and gender non-conforming patients, best practices for navigating issues with insurance coverage and challenges that still face the community. The target audience was HRSA grantees, healthcare providers, public health officials, and community advocates wanting to improve their competency in serving the needs of the transgender and gender non-conforming patients in their practices. Presenters included representatives from the Transgender Law Center (Oakland, CA) and Howard Brown Health Center (Chicago, IL). There were 540 individuals who participated in the live event. As a result of the two transgender health webinars convened by Region IX this year, HRSA ORO has a list of over 1,500 unique stakeholders who are interested in participating in additional HRSA sponsored LGBT information sessions.

- **ORO-Region VIII** presented the webinar, “Health Insurance Coverage and LGBT Families” on November 17, 2015. This webinar outlined how the Affordable Care Act has improved access to health care for LGBT individuals. Discussion topics included eligibility for obtaining health insurance coverage for LGBT families and legal rights in the health care setting. The target audience was HHS and HRSA grantees, healthcare providers, public health officials, and community advocates wanting to improve their competency in serving the needs of the LGBT patients in their practices. This session was a collaboration of the Department of Health and Human Services, Office of the Assistant Secretary for Health, HRSA, OCR, and ACF. A total of 188 individuals participated in the event.
- On June 13, 2016, **ORO-Regions VIII and IX** will present the webinar “*Addressing the Behavioral Health Needs of the Transgender Patient.*” This webinar aims to build competency to address the behavioral health needs of transgender and gender non-conforming patients in a culturally appropriate manner and will feature presentations by HRSA grantees, Lyon-Martin Health Services (San Francisco, CA) and the Los Angeles LGBT Center. Additionally, the U.S. Department of Health and Human Services, OCR (Denver, CO) will discuss the proposed nondiscrimination rule under Section 1557 of the Affordable Care Act. The registration and agenda were sent out on Monday, May 9th and as of Thursday, May 19th almost 1,400 people from 49 states, the District of Columbia and Canada have registered.

4. Data and Measurement Strategies

Questions on sexual orientation and/or gender identity (already in use or in development) on surveys, forms, grant reporting mechanisms, etc.; results of data collected on LGBT populations

- The **National Health Service Corps** (NHSC) and **NURSE Corps** scholarship and loan repayment programs help Health Professional Shortage Areas (HPSAs) in the U.S. and Territories obtain the medical, dental, and mental health providers necessary to meet their needs for health care. NHSC and NURSE Corps held a satisfaction survey for Corps participants in June 2015 that included questions on Transgender Male and Transgender Female as options. Among the 3,744 NHSC survey respondents (in school, in service, alumni) three indicated they were transgender male (two doctors, one psychologist). Two of these respondents are in service and one is retained alumni.
- In Calendar Year 2016, HRSA-funded health centers and look-alikes will begin collecting SOGI data elements in the **Uniform Data System**.
- In 2015, HAB added sex assigned at birth to its **Ryan White Services Report** to better capture data on transgender clients and related health outcomes.
- In the **AETC** program, the HIV Education Branch (HEB) requests data on the gender of trainees (Male, Female or Transgender) on the Participant Information Form. On the Event Record, HEB requests information on whether the training event covered material on LGBT populations. This will continue with the revised data collection forms that are anticipated to be used starting September 1, 2016.

- In the **Southeast AETC**, 312 training events covered topics on LGBT. Among 15,252 trainees from September 1, 2015 to May 17, 2016, 31 attendees self-identified as transgender.
- The **New England AETC** has incorporated questions on sexual orientation and gender identity. For example, for their new Practice Transformation Project, they created a patient survey for participating clinics which included questions about both sexual orientation and gender identity.
- HRSA is participating in an Inter-Agency Workgroup (IWG) on Measuring Sexual Orientation and Gender Identity launched and sponsored by the Office of Management and Budget. The IWG is collaborating to identify best practices and methodologically sound approaches to collecting SOGI data. The technical experts on this IWG represent 21 agencies across all government. Gem Daus from the Office of Health Equity and Sylvia K. Fisher from the Office of Planning, Analysis, and Evaluation (OPAE) are HRSA representatives to the IAW.
- The HHS Secretary requested the HHS Data Council to review the HHS major survey portfolio to assess opportunities for uniform questions and preferred practices to improve transparency, alignment and improved comparability of questions in HHS policy and program priority areas including sexual orientation and gender identity. Sylvia K. Fisher from OPAE, who represents HRSA on the HHS Data Council, participated in the **HHS Survey Alignment Workgroup** seeking alignment across HHS surveys regarding sexual orientation and gender identity items. This effort resulted in the issuance of survey guidance to HHS agencies to voluntarily implement Workgroup recommendations in relevant agency surveys. The existing HHS Data Council Workgroups will continue with the alignment process, including sharing and coordinating plans, collaborating on methodology and serving as an expert resource.
- HRSA co-leads the Healthy People 2020 LGBT Health Workgroup with SAMHSA. The workgroup is tasked with developing the LGBT Health topic area which include objectives to increase the number of federally-funded health and demographic surveys that collect and report sexual orientation and gender identity data. In 2015, three new objectives were approved, which track the number of states, territories and the District of Columbia that include questions that identify sexual orientation and gender identity. These additions will be reflected in the Healthy People Mid-Course Review to be published later this year by the Office of Disease Prevention and Health Promotion.

5. Stakeholder Outreach and Public Education

Meetings, speaking engagements, conference calls, and general public education via website content, social media, publications, and other products

- **UCARE4LIFE**: [Mobile texting to Improve HIV Care Continuum Outcomes for Minority Youth](#) was presented as a poster presentation (#16-933) at the 2016 Conference on Retroviruses and Opportunistic Infections in Boston, MA. Approximately 4,000 people from around the world attend the conference. You can find more information at

<http://www.croiconference.org/sessions/ucare4life-mobile-texting-improve-hiv-care-continuum-outcomes-minority-youth>.

- On October 29, 2015, the National Association of State and Territorial AIDS Directors (NASTAD) convened a webinar entitled “[Affordable Care Act Education, Outreach and Enrollment to Transgender Communities: Opportunities for State and Territorial HIV Programs](#)” for RWHAP AIDS Drug Assistance Program (ADAP) and Ryan White Part B coordinators, prevention coordinators, and associated staff. This webinar discussed opportunities to implement targeted Affordable Care Act outreach and education to transgender communities. Topics included: implementing culturally-effective and appropriate communication strategies; developing inclusive outreach and enrollment infrastructure; ADAP formulary considerations for transgender communities; and translating coverage into clinically appropriate care. HAB funds the RWHAP Part B ADAP National Training and Technical Assistance Cooperative Agreement with NASTAD. You can find more information at <https://www.nastad.org/webinars/affordable-care-act-education-outreach-and-enrollment-transgender-communities-opportunities>.
- In February 2016, Dr. Laura Cheever, HAB Associate Administrator, participated in the first-ever White House consultation meeting on HIV among transgender people. Dr. Cheever highlighted that RWHAP data on transgender clients is collected and analyzed each year. Despite high overall rates of retention in care and viral suppression (80 percent and 85 percent of clients, respectively, 2014 data), transgender clients experience slightly lower rates (78 percent and 74 percent respectively). The consultation was part of the ongoing effort to inform the development of an indicator for HIV in transgender populations, as part of the National HIV/AIDS Strategy (NHAS) and to involve key stakeholders and leaders in the development process.
- The AETCs engage with stakeholders and provide public education via meetings, speaking engagements, conference calls, and other general public education via website content, social media, and publications. Annual community events include LGBT Pride Month activities, AIDS walks, and World AIDS Day celebrations. The [New England AETC](#) makes available the handouts and recordings for many of its events via its website at <https://www.neaetc.org/>.
- On June 9, 2015, ORO-Region II met with the **Federal Interagency Working Group on Runaway and Homeless Youth** in New York, NY to discuss LGBTQ youth and the history of community health centers caring for homeless patients, including youth.
- On November 29, 2015, ORO-Region II moderated a panel at the **Affordable Care Act Regional Training Workshop** in New York, NY. The panel focused on “Cultural Competency and Healthcare Reform” and the effect of Affordable Care Act on homeless, immigrant, and LGBT populations. The meeting was attended by 150 members from community based organizations in NY and NJ.
- On November 18, 2015, ORO-Region VIII collaborated with the SAMHSA Regional Administrator to present and discuss federal programs as they relate to LGBT health at a

meeting with the **Healthcare Guild on LGBT Health and Federal Programs**. The Healthcare Guild is a group of clinical providers in the field of substance abuse who support the LGBT community. Many of the Guild members were private practice and knew little about HRSA and SAMHSA funding or programs though it became evident that many of them have worked with our funded grantees in some capacity. As a result of the presentation, Guild members have a better understanding of both HRSA and SAMHSA programs, who we serve, and how these programs integrate primary care and behavioral health/substance abuse. Additionally, ORO met with the Salt Lake City chapter of the Healthcare Guild on December 2, 2015.

- On December 17, 2015, ORO-Region II met with the **New York Gay and Lesbian Physicians (NYGLP)** to discuss the need to reach out to LGBT populations in NY and NJ about the Affordable Care Act and Pre-Exposure Prophylaxis (PrEP) to prevent HIV infection. NYGLP subsequently hosted a summit in late January to teach fellow physicians, other medical personnel, and community members about Affordable Care Act and PrEP.
- On January 14, 2016, ORO-Region III attended the **State of Pennsylvania's HIV Planning group meeting**. ORO participated in the HIV Disparities Committee's planning of a transgender webinar series which will be offered by the HRSA-funded Mid-Atlantic AETC.
- On May 16, 2016, ORO Region IX attended the **12th White House LGBT Summit hosted by the ONE Community Foundation**. The event was conducted at the Arizona State University Tempe, Arizona main campus. The summit addressed issues impacting LGBT Americans such as access to health care, nondiscrimination, transgender rights, adoption and foster care, and housing. Over 200 attendees participated in panels and workshops that included resources and representatives from local and national organizations, as well as state and federal representatives from ORO, ACF, Intergovernmental and External Affairs, Small Business Administration, and the White House. ORO-Region IX presented during a panel discussion on "Transgender Health Resources and How to Navigate the System" which was attended by more than half of the summit's attendees.

Conclusion

HRSA's mission directly addresses the struggles faced by many LGBT Americans, a mission that is aimed at "improving health and achieving health equity through access to quality services, a skilled health workforce, and innovative programs." In communities across the country, HRSA will continue to address the health needs of LGBT individuals through these programs and initiatives.